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CIVILIAN MANPOWER STATISTICS QUARTER ENDING DECEMBER 31 1/1

1987(U) WASHINGTON HEADQUARTERS SERVICES (DOD) DC

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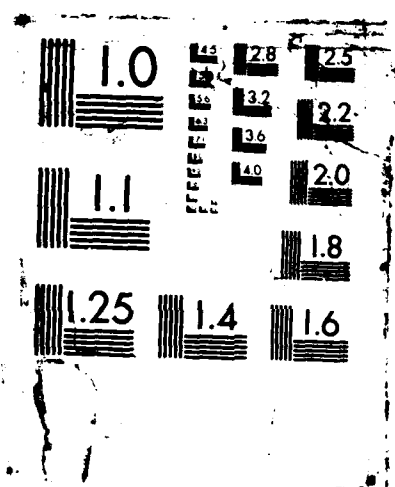
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Department of Defense
CIVILIAN MANPOWER STATISTICS

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Quarter Ending December 31, 1987

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Department of Defense

CIVILIAN MANPOWER STATISTICS

December 31, 1987

*Issued Quarterly by
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FOREWORD

Civilian Manpower Statistics (CMS) is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.)

SF (Personnel Statistics data)

TABLE OF CONTENTS

	<u>Page</u>
Table 1 DoD Civilian Employment, by Function and Employment Status, According to Defense Component: December 31, 1987.....	1
Table 2 Trends in DoD Civilian Employment Subject to OMB Ceiling, by Function, Employment Status and Defense Component	2
Figure 1 Trends in DoD Civilian Employment/FY85 - FY88, Military and Civil Functions, Direct Hires	3
Figure 2 Trends in DoD Civilian Employment/FY85 - FY88, Military and Civil Functions, Indirect Hires	5
Table 3 DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Function and Defense Component	6
Figure 3 DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, by Function & Defense Component	7
Table 4 DoD Direct and Indirect Hire Civilian Personnel, by Component (Excluding the Military Departments), According to Type: December 31, 1987	8
Figure 4 DoD Direct and Indirect Hire Civilian Employment by Component: December 31, 1987	9
Table 5 DoD Direct Hire Civilian Personnel, by Type, According to Defense Component: December 31, 1987	10
Table 6 DoD Civilian Personnel, by Location and Type, According to Defense Component: December 31, 1987	11

Table 7	DoD Indirect Hire Civilian Personnel, by Country, According Defense Component: December 31, 1987	12
GLOSSARY		13

TABLE 1

DoD Civilian Employment by Function and Employment Status,
According to Defense Component - December 31, 1987

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT					
DIRECT HIRE	1,137,298	417,759	357,095	266,252	96,192
INDIRECT HIRE	1,053,067	358,138	346,645	253,719	94,565
	84,231	59,621	10,450	12,533	1,627
TOTAL EMPLOYMENT	1,146,731	420,408	360,948	268,008	97,367
DIRECT HIRE	1,062,500	360,787	350,498	255,475	95,740
INDIRECT HIRE	84,231	59,621	10,450	12,533	1,627
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	28,922	28,920	0	2	0
TOTAL EMPLOYMENT	30,674	30,672	0	2	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,166,220	446,679	357,095	266,254	96,192
DIRECT HIRE	1,081,989	387,058	346,645	253,721	94,565
INDIRECT HIRE	84,231	59,621	10,450	12,533	1,627
TOTAL EMPLOYMENT	1,177,405	451,080	360,948	268,010	97,367
DIRECT HIRE	1,093,174	391,459	350,498	255,477	95,740
INDIRECT HIRE	84,231	59,621	10,450	12,533	1,627

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

TABLE 2

**Trends in DoD Civilian Employment Subject to OMB Ceiling,
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 84	30 SEP 85	30 SEP 86	30 SEP 87	31 OCT 87	30 NOV 87	31 DEC 87
MILITARY FUNCTIONS							
DIRECT HIRE a/	1,089,585	1,129,745	1,112,901	1,134,145	1,137,419	1,140,425	1,137,298
INDIRECT HIRE b/	1,004,488	1,043,240	1,027,866	1,049,337	1,053,123	1,055,869	1,053,067
ARMY	85,097	86,505	85,035	84,808	84,296	84,556	84,231
DIRECT HIRE	405,084	421,780	414,774	420,145	418,859	418,818	417,759
INDIRECT HIRE	345,194	360,887	355,343	359,966	359,034	358,967	358,138
NAVY	59,890	60,893	59,431	60,179	59,825	59,851	59,621
DIRECT HIRE	342,851	353,501	342,727	354,162	356,694	358,488	357,095
INDIRECT HIRE	332,468	343,061	332,363	343,672	346,342	347,951	346,645
AIR FORCE	10,383	10,440	10,364	10,490	10,352	10,537	10,450
DIRECT HIRE	253,884	265,018	264,299	265,326	265,648	266,838	266,252
INDIRECT HIRE	240,903	251,550	250,655	252,767	253,156	254,301	253,719
OTHER DoD ORGANIZATIONS c/	12,981	13,468	13,644	12,559	12,492	12,537	12,533
DIRECT HIRE	87,766	89,446	91,101	94,512	96,218	96,281	96,192
INDIRECT HIRE	85,923	87,742	89,505	92,932	94,591	94,650	94,565
	1,843	1,704	1,596	1,580	1,627	1,631	1,627
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	28,974	30,029	30,817	29,753	29,610	29,511	28,922
ARMY	28,972	30,026	30,814	29,751	29,608	29,509	28,920
AIR FORCE	2	3	3	2	2	2	2
TOTAL MILITARY AND CIVIL FUNCTIONS	1,118,559	1,159,774	1,143,718	1,163,898	1,167,029	1,169,936	1,166,220
DIRECT HIRE a/	1,033,462	1,073,269	1,058,683	1,079,090	1,082,733	1,085,380	1,081,989
INDIRECT HIRE b/	85,097	86,505	85,035	84,808	84,296	84,556	84,231

a/As reported officially to the Office of Personnel Management
b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments
c/See Glossary for a list of Other DoD Organizations

TRENDS IN DoD CIVILIAN EMPLOYMENT/FY85 - FY88 **MILITARY AND CIVIL FUNCTIONS**

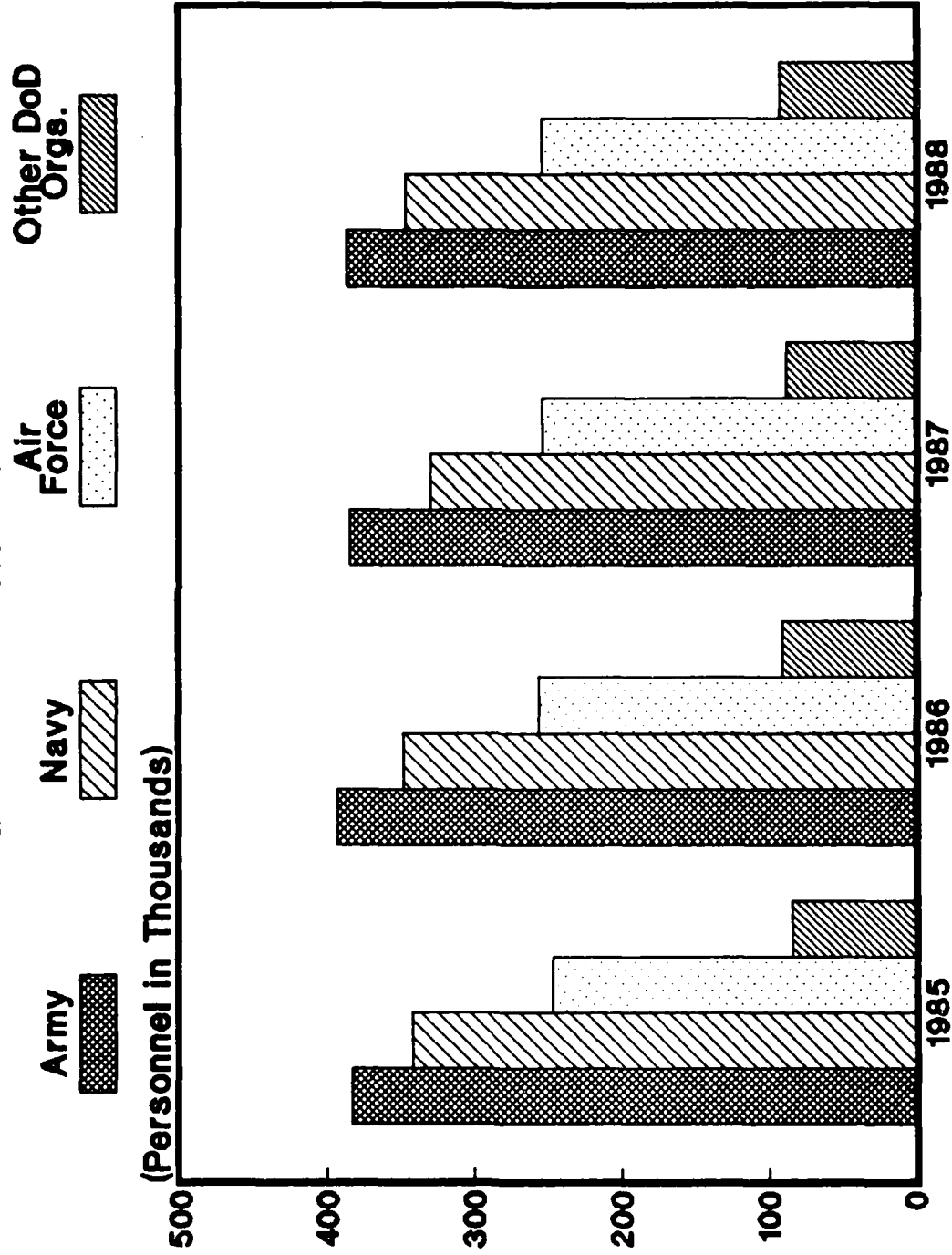


Figure 1 - Direct Hires

TRENDS IN DoD CIVILIAN EMPLOYMENT/FY85 - FY88 **MILITARY AND CIVIL FUNCTIONS**

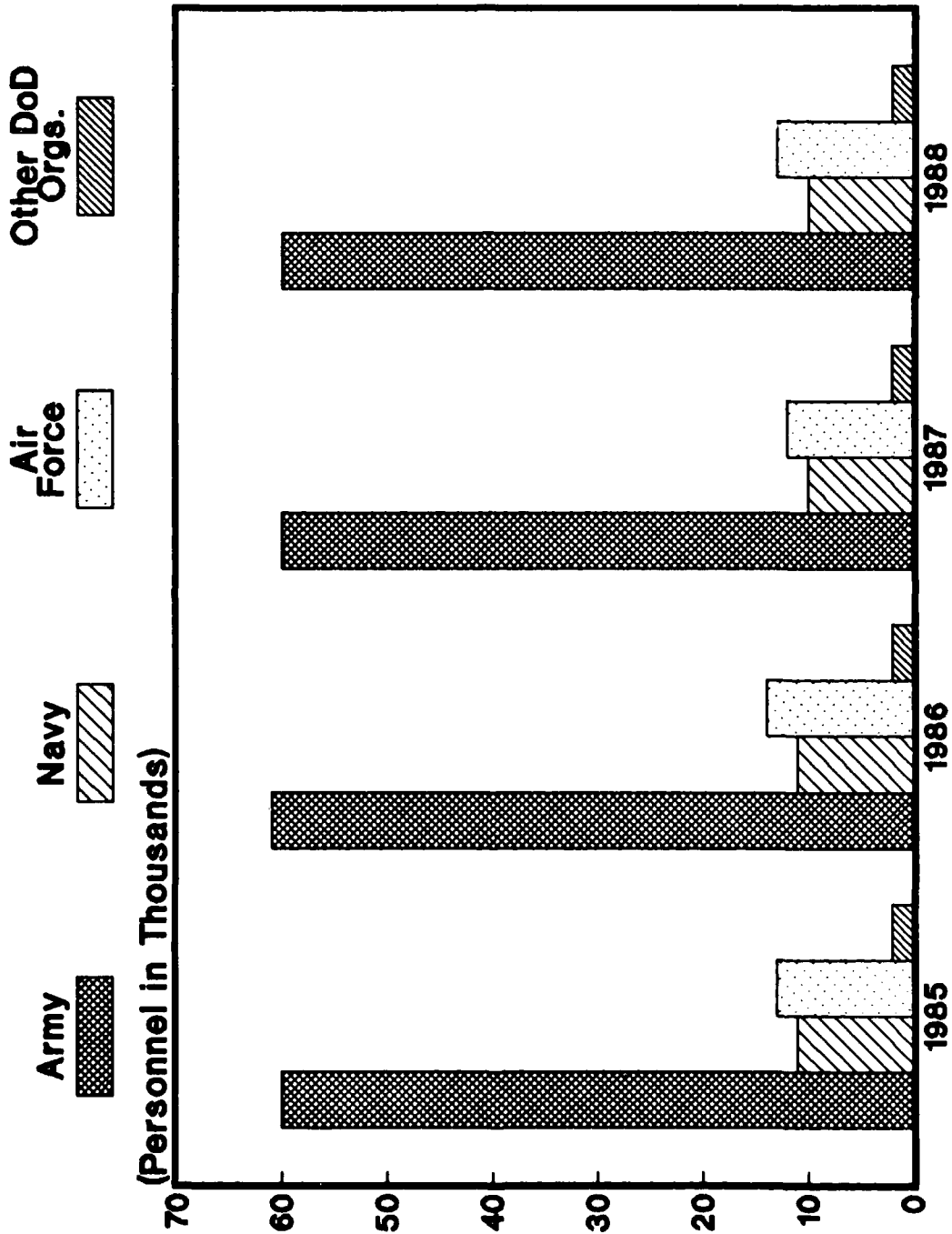


Figure 2 - Indirect Hires

TABLE 3

**DoD Direct Hire Civilian Personnel Subject to OMB Ceiling,
By Function and Defense Component**

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 OCT 87	30 NOV 87	31 DEC 87		31 OCT 87	30 NOV 87	31 DEC 87
MILITARY FUNCTIONS	1,053,123	1,055,869	1,053,067	1,108,058	925,146	927,471	926,293
ARMY	359,034	358,967	358,138	399,840	302,841	303,289	303,620
NAVY	346,342	347,951	346,645	347,985	309,076	310,632	309,839
AIR FORCE	253,156	254,301	253,723	265,425	228,043	228,271	227,590
OSD & ORGANIZATIONS SERVICED							
BY OSD a/	4,295	4,286	4,296	4,701	3,931	3,926	3,927
DEFENSE COMMUNICATIONS AGENCY	2,130	2,114	2,125	2,117	2,034	2,042	2,036
DEFENSE CONTRACT AUDIT AGENCY	6,105	6,123	6,056	6,089	5,968	5,986	5,919
DEFENSE INVESTIGATIVE SERVICE	4,334	4,356	4,388	4,029	4,015	4,030	4,072
DEFENSE LOGISTICS AGENCY	53,027	53,201	53,201	52,673	49,638	49,704	49,689
DEFENSE MAPPING AGENCY	8,550	8,525	8,499	8,537	8,338	8,307	8,272
DEFENSE NUCLEAR AGENCY	774	770	775	1,000	682	685	692
DEPARTMENT OF DEFENSE							
DEPENDENTS SCHOOLS	12,953	12,813	12,745	13,224	8,350	8,337	8,353
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	214	212	212	248	204	203	203
DEPARTMENT OF DEFENSE							
INSPECTOR GENERAL	1,365	1,394	1,414	1,380	1,355	1,379	1,395
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	844	856	854	810	671	680	686
CIVIL FUNCTIONS							
ARMY	29,610	29,511	28,922	N/A	27,243	27,266	27,018
AIR FORCE	29,608	29,509	28,920		27,241	27,264	27,016
	2	2	2		2	2	2
TOTAL MILITARY AND CIVIL FUNCTIONS	1,082,733	1,085,380	1,081,989	N/A	952,389	954,737	953,311

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY FUNCTION & DEFENSE COMPONENT

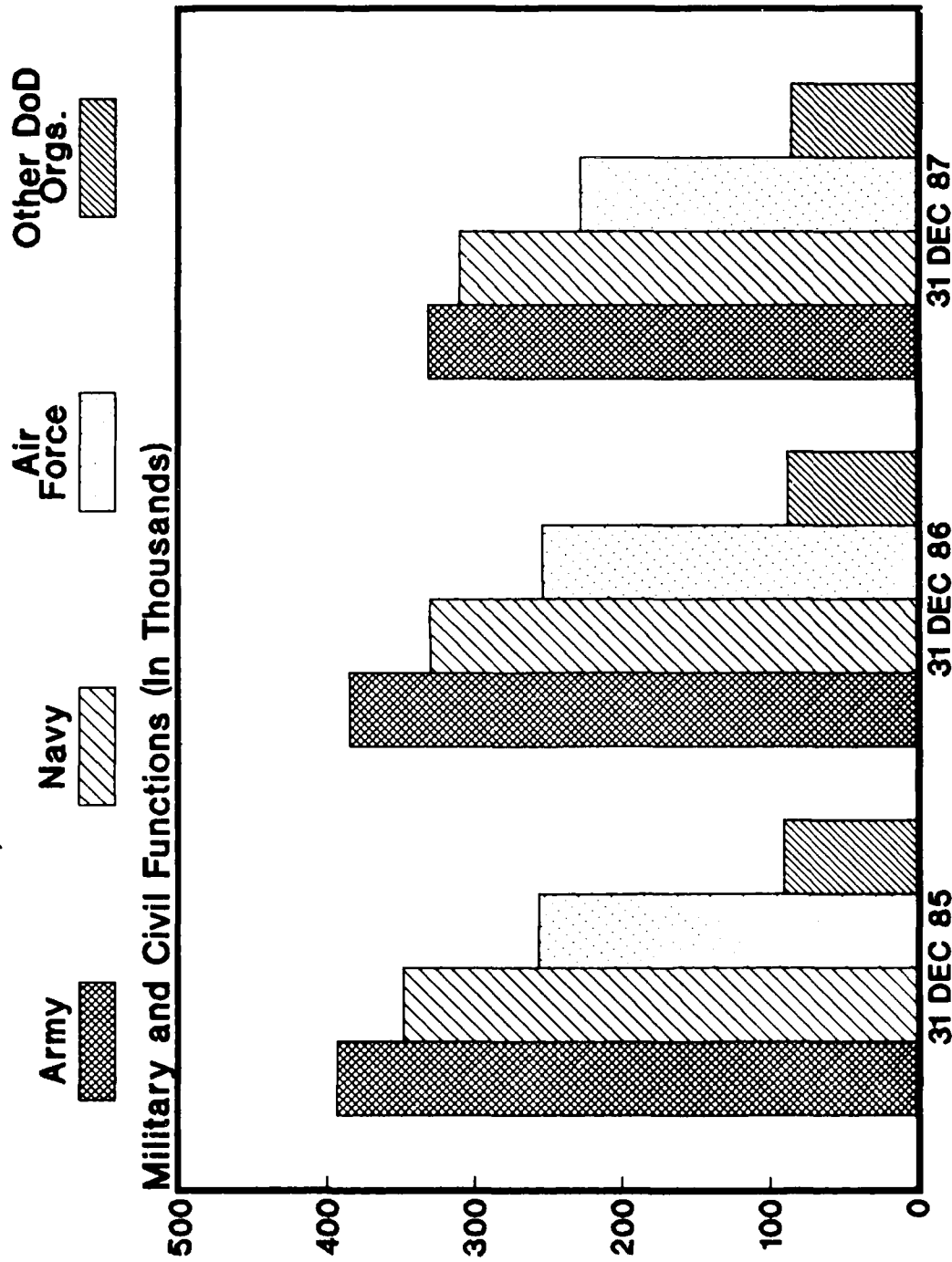


Figure 3 - Total Employment

TABLE 4

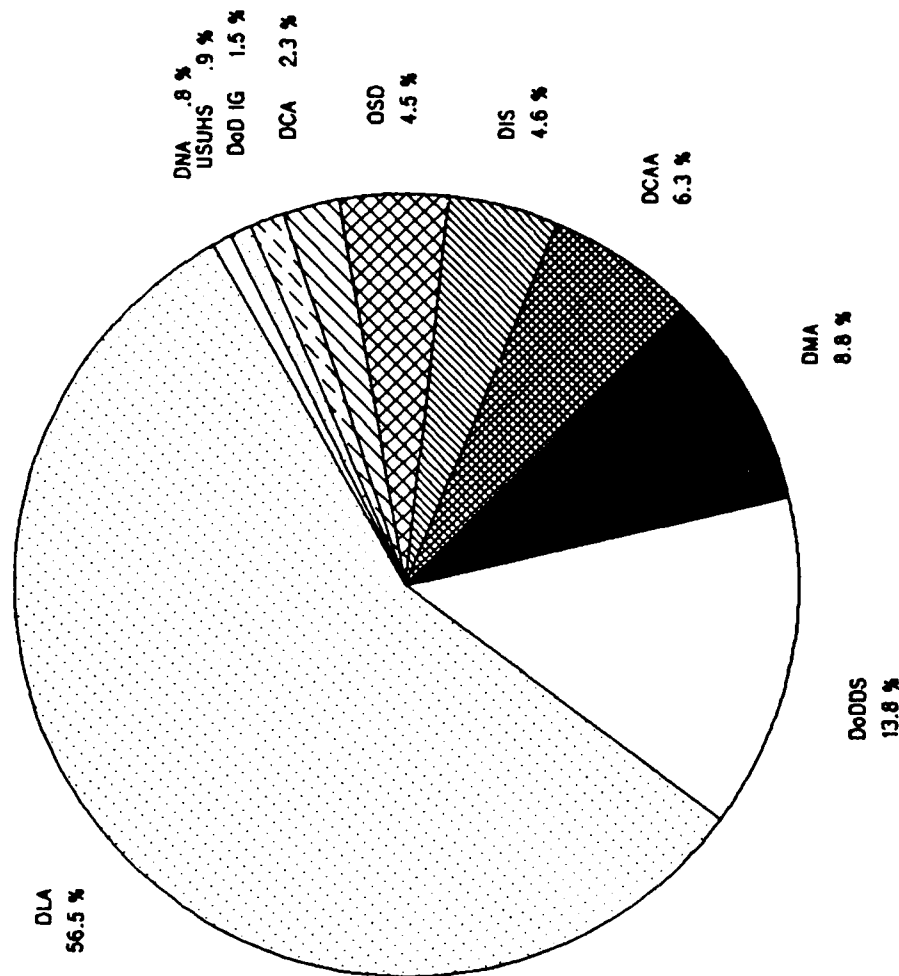
**DoD Direct and Indirect Hire Civilian Personnel by Component,
According to Type (Excluding the Military Departments) - December 31, 1987**

DEFENSE COMPONENTS	TOTAL	DIRECT HIRE CIVILIANS	INDIRECT HIRE CIVILIANS
OSD AND ORGANIZATIONS SERVICED BY OSD a/	4,352	4,335	17
DEFENSE COMMUNICATIONS AGENCY	2,237	2,228	9
DEFENSE CONTRACT AUDIT AGENCY	6,086	6,081	5
DEFENSE INVESTIGATIVE SERVICE	4,448	4,448	0
DEFENSE LOGISTICS AGENCY	55,007	54,092	915
DEFENSE MAPPING AGENCY	8,548	8,547	1
DEFENSE NUCLEAR AGENCY	781	781	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,424	12,745	679
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,418	1,417	1
JOINT TACTICAL COMMAND, CONTROL & COMMUNICATIONS AGENCY	212	212	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	854	854	0
TOTAL	97,367	95,740	1,627

a/See the Glossary for a list of OSD and Organizations serviced by OSD.

DoD DIRECT AND INDIRECT HIRE CIVILIAN

EMPLOYMENT BY COMPONENT - DECEMBER 31, 1987



Excluding Military Departments - (JTCCCA - .2%)

FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type
According to Defense Component - December 31, 1987**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
TOTAL	1,093,174	391,459	350,498	255,477	95,740
BY STATUS					
FULL-TIME	1,061,091	378,728	343,607	248,286	90,470
PART-TIME	27,253	10,880	5,848	5,999	4,526
INTERMITTENT	4,830	1,851	1,043	1,192	744
BY CAREER SERVICE CATEGORY					
COMPETITIVE	914,089	313,346	310,943	211,106	78,694
EXCEPTED AND SES	179,085	78,113	39,555	44,371	17,046
BY TYPE OF APPOINTMENT					
PERMANENT	965,240	335,439	313,115	230,286	86,400
TEMPORARY/INDEFINITE	127,934	56,020	37,383	25,191	9,340
BY CITIZENSHIP					
U.S. CITIZENS	1,051,922	374,963	334,249	247,473	95,237
NON-CITIZENS	41,252	16,496	16,249	8,004	503
BY LABOR CATEGORY					
SALARIED	756,870	285,763	220,550	167,397	83,160
WAGE BOARD	336,304	105,696	129,948	88,080	12,580

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,
According to Defense Component - December 31, 1987 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,093,174	391,459	350,498	255,477	95,740
UNITED STATES	991,528	345,029	325,299	238,849	82,351
BY LOCATION					
WASHINGTON, D.C., SMSA c/	90,802	28,740	38,943	6,581	16,538
REMAINDER OF U. S.	900,726	316,289	286,356	232,268	65,813
BY LABOR CATEGORY					
SALARIED	685,530	254,941	208,556	152,115	69,918
WAGE BOARD	305,998	90,088	116,743	86,734	12,433
BY CITIZENSHIP					
U. S. CITIZENS	990,915	344,669	325,161	238,816	82,269
NON-CITIZENS	613	360	138	33	82
U. S. TERRITORIES	7,681	1,338	5,285	969	89
BY LABOR CATEGORY					
SALARIED	4,036	925	2,600	431	80
WAGE BOARD	3,645	413	2,685	538	9
BY CITIZENSHIP					
U. S. CITIZENS	7,648	1,338	5,253	968	89
NON-CITIZENS	33	0	32	1	0
FOREIGN COUNTRIES	93,965	45,092	19,914	15,659	13,300
BY LABOR CATEGORY					
SALARIED	67,304	29,897	9,394	14,851	13,162
WAGE BOARD	26,661	15,195	10,520	808	138
BY CITIZENSHIP					
U. S. CITIZENS	53,359	28,956	3,835	7,689	12,879
NON-CITIZENS	40,606	16,136	16,079	7,970	421

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,
According to Defense Component - December 31, 1987**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	84,239	59,621	10,450	12,533	1,635
BELGIUM	1,093	924	0	153	16
GERMANY	59,355	51,726	0	6,449	1,180
GREECE	538	2	129	393	14
GUAM	4	0	4	0	0
ITALY	2	0	2	0	0
JAPAN	17,321	3,384	9,153	4,562	222
KOREA	3,210	3,210	0	0	0
NETHERLANDS	503	375	0	119	9
PHILIPPINES	6	0	6	0	0
SPAIN	2,100	0	1,156	857	87
SWITZERLAND	1	0	0	0	1
UNITED KINGDOM	106	0	0	0	106

a/See the Glossary for a list of Other DoD Organizations.

GLOSSARY

Civilian Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

OTHER DoD ORGANIZATIONS

*Office of the Secretary of Defense (OSD)

*Joint Chiefs of Staff (JCS)

*Inspector General of the Department of Defense

Department of Defense Agencies:

*Defense Advanced Research Projects Agency (DARPA)

Defense Communications Agency (DCA)

Defense Contract Audit Agency (DCAA)

Defense Investigative Service (DIS)

*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

*Defense Security Assistance Agency (DSAA)

Department of Defense Inspector General (DoD IG)

Joint Tactical Command, Control & Communications Agency (JTCCCA)

*Strategic Defense Initiative Organization

NOTE: *Organizations serviced by OSD.

Department of Defense Field Activities:

- *American Forces Information Service (AFIS)
- *Defense Information Services Activity (DISA)
- *Defense Medical Systems Support Center (DMSSC)
- *Defense Technology Security Administration (DTSA)
- *Department of Defense Dependents Schools (DODDS) (Headquarters Only)
- *Office of Civilian Health and Medical Program Office (OCHAMPUS)
- *Office of Economic Adjustment (OEA)
- *Washington Headquarters Services (WHS)

*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: *Organizations serviced by OSD

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salariied Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)

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